

15 FEB 1972

72-1004

MEMORANDUM FOR: Director of Central Intelligence
THROUGH : Executive Director-Comptroller
SUBJECT : Creation of New Honor and Merit Award

1. This memorandum submits three recommendations for your approval; such recommendations are contained in paragraph 4.

2. The Honor and Merit Awards Board recently considered the relative merits of establishing a new award that would be conferred on an employee in recognition of his total career performance. The Board was in full agreement as to the need for such an award and believes it should be placed in order of rank between the Certificate of Distinction and the Intelligence Medal of Merit.

3. On a number of occasions the Board has experienced considerable difficulty in its deliberations concerning the level of awards recommended for employees which are based on their total career performance. This difficulty occurs in the main in two specific situations:

- a. The employee who is recommended for the Certificate of Distinction and whose performance warrants greater recognition but, in turn, is not sufficient to justify the Intelligence Medal of Merit, and
- b. The employee who is recommended for the Intelligence Medal of Merit whose career performance falls short of this award but, in turn, merits something more than the Certificate of Distinction.

Admittedly, this situation can occur between any two awards but experience has shown the majority are as described above. To rectify this matter, it was the consensus of the Board that the development of a new medal would be most appropriate and would to a large degree satisfy the need that currently exists. This would, of course, not preclude the continued use of the Certificate of Distinction or the Intelligence Medal of Merit to recognize

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Signature 10 April 72

career performance. The Board was of the opinion that such a medal would conform to the present series of Agency medals. It would utilize the standard design which appears on the reverse side of the Distinguished Intelligence Cross, Distinguished Intelligence Medal, Intelligence Star, and Intelligence Medal of Merit. The obverse side would be a completely new design but would include as an integral part the Agency seal and some appropriate wording, for example, "for career achievement". In this connection, we propose to seek the assistance of the Chief Engraver, Philadelphia Mint, who designed the Agency's Distinguished Intelligence Medal and Intelligence Star. In addition, a certificate to accompany the medal would be developed.

4. It is recommended that you approve

a. The concept of this new medal to be awarded in recognition of career performance,

b. Its relative rank between the Intelligence Medal of Merit and the Certificate of Distinction, and

c. Initiation of negotiations with appropriate authorities in the Bureau of the Mint for the development of sample designs which will be submitted for your approval.

/s/ Harry B. Fisher

Harry B. Fisher
Director of Personnel

LEB 11 6 12 41

Concur:

/s/ W. E. Colby

24 FEB 1972

Executive Director-Comptroller

Date

The recommendations contained in paragraph 4 are approved.

Richard Helms

Director of Central Intelligence

24 FEB 1972
Date

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s (10 Feb 72)

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Remarks:

(2) Altho this idea has been informally coordinated with the Deputies by their HMAB representatives, you may want to discuss this at a Deputies Meeting.

Let me see your final recommendations prior to issuance.

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FROM: NAME, ADDRESS AND PHONE NO.

DATE

Director of Personnel
5 E 56, Hq.

15 FEB 1972

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